TEAMSTERS RANK AND FILE UNION

CONVOY DISPATCH

June 1986
#62

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

109

Who Spoke for You at the IBT Convention?

Debate on Democracy

The Teamster Union Convention of May 19-23 was summed up best by a party held the evening of May 19 at Caesar's Palace. The high point was Jackie Presser being carried in like a Roman emperor, on a sedan chair, by four weight-lifters. (They were paid $15 an hour; it is not known what union scale is for this line of work.)

The party took place in two giant rooms the size of a football field, filled with giant ice sculptures, mountains of caviar, lobster and other lavish treats, with booze flowing freely. There was a third room where Presser and other dignitaries had an even fancier time.

When a reporter asked Presser about the Teamsters Union experiencing hard times, Presser replied, "You see these people at this party? Are they hurting?" Indeed, they were not hurting.

It was just about as far from the Teamster rank and file as you could get, and unfortunately many of our officials seemed very happy about that.

One Eastern Conference official told *CD* off the record that this single party (there were others) cost $350,000. It seemed most officials did not see the absurdity of spending that much members' money on their royal party, and then the very next day rejecting any increase in the members' strike benefits!

And so the Convention opened in Las Vegas, with Presser indicted for a ghost employee scam, and carried in like a king. But there was a big difference between this Convention and others of recent years. This time there was the beginning of a real debate, between the forces of Presser and the forces of reform. Even though the Presser forces had the overwhelming majority, they were on the defensive, concentrating on defeating all proposals for democracy and positive new direction.

photo by Jim Hamilton

The proposals rejected included:

- A resolution on two-tier contracts, aimed at coordinating the battle against concessions. This proposal had broad support, but the International said it would "interfere" with locals that want to sign two-tier concessions.
- The right to vote for international officers by the rank and file. This was introduced by Sam Theodus and had the support of 100 officers who had signed an open letter to the convention. The speakers supporting Presser on this one made the incredible claim that "the founding fathers of our country" would not approve of the right to vote.
- Limit officers salaries to $100,000. Some officials were so eager to please the man carried in the chair they suggested large raises for him instead of a reasonable level.
- Raise strike benefits to $90/$110.

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TDUer Wins Job, Beats Arbitrator's Decision

It took nearly a year of determined solidarity, picket lines and organizing by New York City Local 138 members who work for Key Food, but finally their determination has paid off. On May 15, Key Food steward John Smallman won a decision by the NLRB, overturning an arbitrator's decision and ordering him reinstated to work with full back pay.

When Smallman was fired in May, 1985, his offense was not absenteeism, insubordination, or any of the other catch-all charges management usually uses to try to get rid of active union members. His offense was using "unauthorized" grievance forms and doing union business on company time.

You would expect the local to rally around and defend a steward and proven fighter for the membership, but Local 138 isn't known for either its militancy or internal democracy. In fact, Local 138 President Frank Rubi-

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Teamsters for a Democratic Union
P.O. Box 10128
Detroit, Michigan 48210
(313)842-2600

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From the Members

Wife's View of IBT Convention

I have just returned from the 23rd IBT Convention in Las Vegas as a guest of Local 208 in Los Angeles. My husband served as a delegate to the convention.

President Presser stressed that he would be democratic. He did keep order among the delegates. The method of voting, however, was not fair.

As each local was called, the members of that local walked to the mike nearest them, and as a member's name was called, he or she stepped up to the mike, repeated his or her name, local number and who they were voting for. There is a record of how each man or woman from every local voted. So if you want to know how your delegates voted, contact your local officers. If they refuse to show you, contact TDU.

There were 100 signatures of officers throughout the U.S. and Canada who signed the right to vote petition. Most of them were delegates. Many of them were representing 100,000 signatures on right to vote petitions signed by the rank and file. When the vote count was in, there were approximately 1,700 votes cast for Jackie Presser, and 24 for C. Sam Theodus.

So the figures show that of the 100 signatures of officers on the right to vote petitions, at least 76 of them voted for Jackie Presser. Please understand I am not criticizing them for the way they voted, because the method of voting is unfair and tortuous for those who wished to vote for someone besides Jackie Presser. As for the 24 delegates who did stand up and vote against Jackie Presser, I am reminded of a book written by John F. Kennedy titled *Profiles in Courage*. If John Kennedy were writing that book today, I am sure their names would be in it for they were "Profiles in Courage."

At this convention Teamster patriotism, pride, unity and especially "Buy American and Made in America" was the theme over and over again. And Teamsters do have reason to be proud. Buy American and Made in America has been Jackie Presser's battle cry, and I couldn't agree more with that.

I was disillusioned and disappointed when Don Briscoe from Local 213, Vancouver, B.C., Canada stood up with a watch in his hand he had bought in the display area at the convention. The watch had a picture of Jackie Presser on it. As Don Briscoe so aptly pointed out, the watch was not made in America.

Mary Allan
Los Angeles, California

P-9 Thanks TDU For Donation

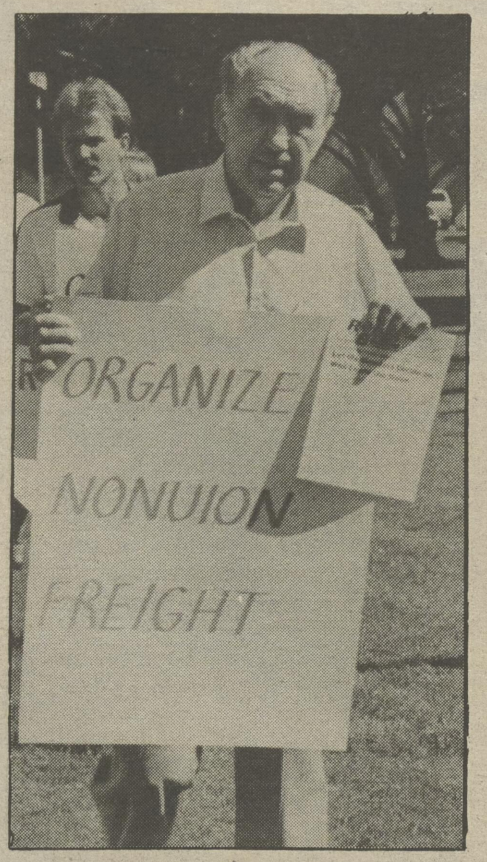
We are writing to thank you personally for your donation to the Local P-9 Adopt A Family Fund, every penny of which goes to our members and their families. Your contribution comes at a critical time for these members and for our fight against the unnecessary concessions demanded by profitable employers whose greed knows no bounds.

As another month of our strike goes by, our members are every bit as committed to the fight as they were in August when the strike began. Nevertheless, fighting the good fight has meant very real hardships for many P-9 families.

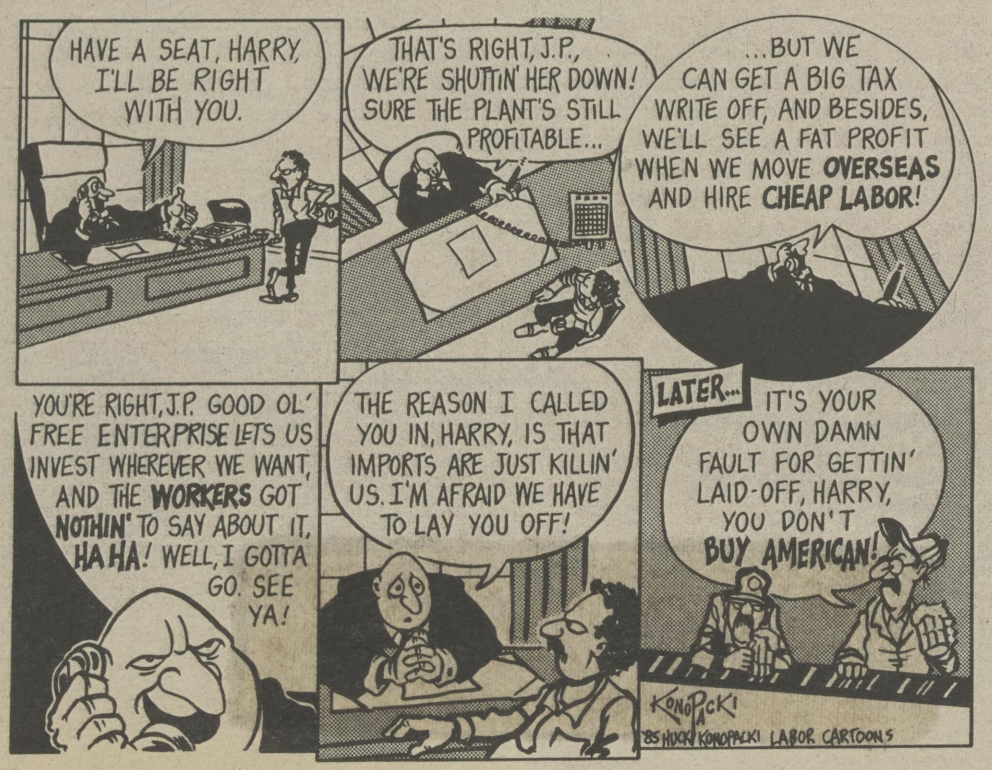
The family which has benefitted from your generosity will be writing directly to you shortly. But, again, speaking for the Local P-9 Executive Board and for our families, we thank you from the bottom of our hearts.

Peter Winkels
Business Agent
UFCW P-9

James Guyette
President
UFCW P-9



Members travelled from around the country to show their support for the right to vote and other reform issues. For more convention coverage see pages 5, 6, and 7.


HAVE A SEAT, HARRY, I'LL BE RIGHT WITH YOU.
THAT'S RIGHT, J.P., WE'RE SHUTTIN' HER DOWN! SURE THE PLANT'S STILL PROFITABLE...
...BUT WE CAN GET A BIG TAX WRITE OFF, AND BESIDES, WE'LL SEE A FAT PROFIT WHEN WE MOVE OVERSEAS AND HIRE CHEAP LABOR!
YOU'RE RIGHT, J.P. GOOD OL' FREE ENTERPRISE LETS US INVEST WHEREVER WE WANT, AND THE WORKERS GOT NOTHIN' TO SAY ABOUT IT, HA HA! WELL, I GOTTA GO. SEE YA!
THE REASON I CALLED YOU IN, HARRY, IS THAT IMPORTS ARE JUST KILLIN' US. I'M AFRAID WE HAVE TO LAY YOU OFF!
LATER...
IT'S YOUR OWN DAMN FAULT FOR GETTIN' LAID-OFF, HARRY, YOU DON'T BUY AMERICAN!
KONOPACKI
'85 HUCK KONOPACKI LABOR CARTOONS

How To Contact TDU

Call or write TDU at these locations:

TDU National Office: Box 10128, Detroit, MI 48210. (313) 842-2600.

TDU/PROD Washington Office: 2000 P St. N.W., Room 612, Washington, D.C. 20036. (202) 785-3707.

TDU New York/New Jersey Office: YMCA Building, Room 619, 30 Third Ave., Brooklyn, NY 11217. (718) 834-0631.

Teamster Cannery Workers Organizing Project: Box 8548, San Jose, CA 95155. (408) 298-8415.

TDU Steering Committee

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Linda Gregg, #435
Maralee Smith, #142

Organizer:
Ken Paff, #407

Trustees:
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John Braxton, #623
Mike Friedman, #407

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Archie Cook, #705
Manuel Diaz, #679
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Doug Mims, #728
Mike Savwoir, #41
Pete Sercombe, #150

Alternates:
Jerry Simon, #20
Jesse Mize, #688

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1985 for one year. Our Rank & File Convention had nearly 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Washington Watch

Know Your Rights

Workers' Comp Protection Expanding

The law of workers' compensation, originally designed for traumatic on-the-job injuries, has been expanding to cover many psychological conditions and off-the-job injuries as well. This article provides information on the expansion of compensation protection, along with an explanation of the basic requirements for obtaining compensation.

Stress-Related Injuries

In recent years workers' compensation has been expanding in two directions. First, to cover off-the-job injuries caused by on-the-job conditions, and second, to cover conditions not marked by physical symptoms. Workers' compensation has now been won by employees who have suffered heart attacks at home that were found to be related to job stress. Compensation should be considered for employees who suffer from depression, anxiety, mental illness, or the use of drugs stemming from long-term job conditions causing stress, such as high production quotas, an unreasonable boss, or tight deadlines.

Stress related injuries and health problems are an increasing concern to many Teamsters, particularly those employed at large aggressive companies like Roadway and United Parcel Service. Some Teamsters have been successful in getting compensation for stress-induced illnesses. For example, in 1983, Maine Local 340 UPS driver Ray Pomerleau won a court decision upholding his right to get compensation. In that case, the compensation commissioner awarded Pomerleau total disability for nine months after finding that "...the evidence is clear and convincing that the ordinary work and usual work related pressures at United Parcel Service predominated and produced an injury to the employee."

TDU is interested in working with Teamsters who feel that they have suffered from illnesses related to job stress. Contact us with information or for assistance.

Workers' compensation was adopted state by state to provide workers with compensation for job related injuries, without having to go to court to prove employer misconduct. Because it is defined by state law and regulations, the requirements and benefits vary greatly. What follows is a summary of some general guidelines to receiving benefits:

1. Filing a claim. Compensation laws require that you give notice to your employer of your injury. Be sure to also tell other employees and get the names of, and statements from, potential witnesses.

Then file a claim with the state agency that handles compensation. Generally this can be done by writing to them with your name, a description of the injury, and the requests for benefits. Time limits for employee claims are often one or two years, but may not begin to run until the employee has "discovered the injury.

2. Demand compensation. Once you have filed a claim, demand compensation from your employer, if self-insured or from the insurance company. If contacted by an insurance company for information, do not sign a statement unless you are certain it clearly and accurately depicts the events.

3. If your claim is disputed by the insurer, you will be contacted by the state agency and notified of a hearing. At this point it is generally best to consult an attorney. An initial hearing is often an informal procedure before a state agency referee. If either party decides to appeal the decision, a more formal trial-type hearing will be held.

Most states now provide employee protection from retaliation that results from filing a workers' compensation claim. Thus, a number of states have passed legislation specifically prohibiting such retaliation while other state courts recognize that retaliation is a violation of that state's public policy. As with any other discrimination claim, employees who are discharged will have the burden of showing that the action was taken in retaliation for their protected activity. A few states, such as California, also provide that employers may be criminally prosecuted for retaliation.

IBT Changed Rules on Convention Voting

Much has been made of the fact that, at the convention, Presser was "fair" in allowing TDuers to speak and make motions. Compared to past conventions this is true; to a certain extent, there were fewer hassles for TDU and other reform delegates who wished to speak.

In light of this, it is interesting to look at one way the rules were changed to make it more difficult. At the 1976 IBT Convention, the rules provided that any delegate could request a standing vote on a constitutional amendment. (This means that those in favor stand, then those opposed, with no need for a count unless it is close.)

Between 1976 and the next convention in 1981, TDU came into being and grew to a national movement. So, the rules were changed to make it necessary for at least 100 delegates to request a standing vote.

Between 1981 and 1986, TDU continued to grow and a campaign was kicked off on the right to vote. They certainly didn't want a standing vote on the issue of the right to vote, where a few fast cameras could record how your local officers voted, so they decided that at the 1986 convention they better change the rules again. They knew there were at least 100 officers on the right to vote petition, so they decided a requirement of 200 delegates for a standing vote would be enough to prevent it from happening.

For the next convention, they better change that number again—because we will be back with more delegates willing to stand up and represent the members!

Washington Office

This page is devoted to news from the Washington office of TDU—formerly PROD's national office. Litigation, designing new legislation and reforming safety regulations—the Professional Drivers Council of TDU is here to help you. Contact us today at:

PROD/TDU
2000 P Street NW
Room 612
Washington, DC
20036
(202) 785-3707

Legal Briefs

New Central States Pension Plan Description Available.

All Teamsters eligible to receive benefits under the Central States Pension Fund should receive a copy of the new summary plan description (SPD) by the end of June, according to a spokesman for the Fund. The new SPD describes benefits available from the Fund since January 1985 and is a far more readable summary of the plan than the previous version. This change came about as a result of the Sullivan suit filed by Teamsters challenging the Fund's provisions. If you have not gotten a copy of the SPD by the end of June contact the Fund at 1-800-323-5000, or notify the TDU office.

IBT Seeks to Intervene in Suit on Side of Employers.

In a display of complete disregard for members' rights, the IBT tried to intervene in a lawsuit won by TDU attorney Arthur Fox on behalf of PIE driver Melvin Taylor, who was discharged for safety activities. The judge turned down the IBT's request, but did allow them to file an amicus brief on the case.

In the suit, a federal court of appeals judge struck down the NLRB's policy of deferring to arbitration decisions, finding that the NLRB policy does not adequately protect workers because it fails to examine whether or not the grievance committee actually considers the legal claim a worker would take before the NLRB. (See *CD* #61.)

In their court papers, the IBT argued that Article XVI of the NMFA, which gives protection to employees who refuse unsafe work or equipment, acts as a waiver of employee rights under the Labor Relations Act. In effect, they argued that members covered by the NMFA give up their right to seek the protection of the labor board. So, while TDU is fighting one of the major anti-labor decisions of the NLRB (and winning), IBT lawyers have chosen to side with management's interests.

TDU/PROD Files Petition, Seeks Changes in BMCS Regulations.

TDU/PROD has filed a petition with the Bureau of Motor Carrier Safety (BMCS), seeking again to have changes made in the regulations affecting drivers' hours of service. The new petition comes under the 1984 Motor Carrier Safety Act, which mandated that the BMCS review all of its safety regulations to insure greater protection for drivers and the public. TDU/PROD has requested that under the 1984 act, the BMCS again review its previous rulemaking petitions. Those petitions sought the elimination of three long-standing loopholes in the safety regulations by proposing that: 1) the BMCS revise the interpretation of on-duty status so that carriers may no longer place drivers off-duty for short periods of time. The result of this practice is that drivers are often working long after the statutory fifteen-hour period has passed; 2) the BMCS provide some protection for drivers who refuse to work when fatigued; and 3) the BMCS provide some protection from abuse by employers who force drivers to endlessly babysit the phone.

These proposals were rejected by the BMCS in 1981, under the then-new executive order which required that all new federal regulations be proven cost-effective. Under the 1984 act, Congress specifically exempted the safety regulations from this restriction, thus requiring the BMCS to review their regulations again and giving road drivers a fresh opportunity to raise objections to current interpretations of the hours of service.

Convention Passes Resolution Condemning System of Apartheid

The IBT Convention passed a number of resolutions. One good one, presented by Joint Council 7 President Chuck Mack, dealt with support for the ten month long strike by over 1,000 Teamsters in Watsonville, California. The resolution called for stepped-up support and a campaign against the union-busting employer, Watsonville Canning. A boycott may also be part of this effort.

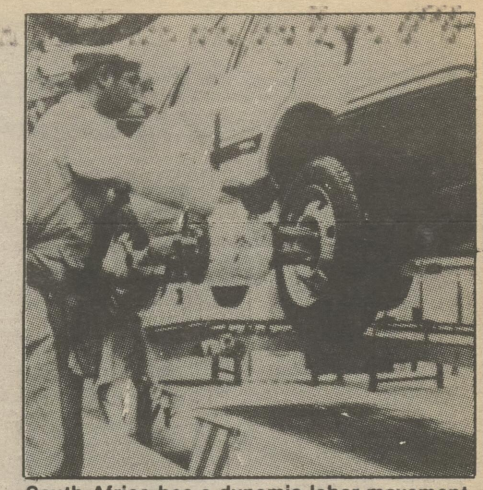
The Convention also passed a resolution against apartheid, joining with other unions in condemning the system of racial segregation and slave labor used by the South African government. The resolution put the IBT on record urging the President and Congress to "immediately urge the government of South Africa to end the Apartheid system and grant its black citizens their rights."

As far back as October, TDU was working toward both of these resolutions. At the TDU Convention, a motion was passed to make sure a resolution against apartheid came up on the floor of the IBT Convention. $1,000 was also raised at that time for the Watsonville strikers.

Severance Ripoffs Hit

A good constitutional amendment was also passed that prohibits "extraordinary expenditures" from any local union treasury after the officers have been voted out of office and are still holding office pending the installation of the new officers. This change requires approval of any extraordinary expenditures by a vote of the membership *and* the approval of the officers-elect.

In the past, some local out-going local officers have taken "severance pay" and used other devices, like voting themselves the union cars, to siphon off union funds. Hopefully this change will curtail this problem. TDUers had drafted similar, though more detailed language, and supported the change proposed by the Constitution Committee.



South Africa has a dynamic labor movement. Above: an auto worker.

Fund Had Denied Application for 30-and-Out

TDU Helps Driver Win Pension

Clay Watson
PIE Line Driver
Local 961, Denver, Colorado

As a line driver for PIE Nationwide in Denver, I'd like to relate the problems I've encountered concerning my 30-and-out pension benefits.

I've been a Teamster member since January 1951. All of my time was with Central States, until June 1980, when due to layoffs I took a job in the Western Conference. In August 1983 I was called back to PIE and I'm still working in the Central States.

Last year I made an application to the Central States Pension Fund, to make self-payments for my laid-off time and to be eligible for a 30-year pension., It took from July until the end of December for the trustees to agree that I could do that. However, I quickly decided against that when I was informed that it would cost me over $6,000 to pay for the time and interest.

Early this year I read in the *Convoy Dispatch* that Central States had a reciprocity agreement for the 30-and-out pension with Local 710 in Chicago. I contacted Chicago to see if they had a similar agreement with the Western Conference. After many phone calls, they finally said that there would be no problem. They then told me to set a retirement date. After setting the date for June 30, 1986, I got a call on May 22, saying they had been misinformed. They told me that the Western Conference didn't have a 30-and-out pension and they couldn't reciprocate on a $1000 a month pension.

Being at wit's end, I contacted the TDU National Office in Detroit. I've been a TDU member for eight years, have passed out *Convoy Dispatch* and signed up other members. But I never needed their direct help until now. The very next day I received a call from Julie Fosbinder, TDU's Washington Counsel. A few days later she sent a letter for me to the Central States Pension Fund, and said I was entitled to the $1000/30-and-out benefit. She also said they would pursue it in court, if necessary.

Before I could send the letter, I received a call from the department head at Central States. He said he reviewed my file and that I was eligible for the $1000 a month figure.

I would like to commend TDU for their very prompt response. The assurance that they intended to fight for me really gave me new hope.

Teamster members, if you're unhappy with our IBT leadership and the mafia image it projects, get behind TDU. There is no neutral zone. To do nothing indicates your silent approval. Join TDU and help work for a union that we can all be proud of.

Freight Lines

Coastal Files Chapter 11; Merger with Leaman Planned.

Coastal Tank Lines, which turned a profit in 1985, has filed for protection under Chapter 11 bankruptcy laws. As of June 1, the company entered into a lease agreement with Chemical Leaman Tank Lines, under which Chemical took over Coastal's fleet and terminal network. An agreement is also being worked out to completely merge the two companies — a move that would create the largest bulk carrier in the country.

Chapter 11 was filed due to Coastal's failure to make payments on outstanding loans totalling $12 million. This bankruptcy adds Coastal to the long list of Teamster companies with Employee Stock Ownership Plans that have gone under.

Is Gate to Gate Pay Finally on the Way?

Gate to gate mileage pay, promised under the Central States Over the Road Agreement one year ago, will finally begin on July 1, according to a recent Joint Area Committee ruling. The decision states that any routes not logged or paid by the deadline will be retroactively paid to that date. Meanwhile, members under the Carolina Supplement were given gate-to-gate on May 1, but are still awaiting a decision on grievances filed over retroactive pay.

Leaseway on the Lookout for Buyers.

One of the largest Teamster-organized companies is up for sale. The dust is still settling from a recent stockholders' fight over control of this giant company, and now company spokespersons have stated that they are looking for buyers interested in either the whole company or separate divisions.

Leaseway has over 100 subsidiaries, and more than half of the company's 19,000 employees are covered under Teamster contracts. Last year half of Leaseway's $1.4 billion in revenue came from two subsidiaries — Anchor Motor Freight and Signal Delivery.

OSHA Cites Roadway on Dangerous Practice

In the past two months OSHA has cited Toledo Roadway Express with two citations, one for an extremely dangerous practice. The most recent citation was issued for Roadway's practice of having employees load and unload trailers with the nose pins up. Using forklifts in trailers without the proper support in the front end resulted, according to the citation, in employees being "subject to the hazards of crushing or broken bones, lacerations...or possible death."

Ironically, Roadway pups in Toledo are equipped with nose pins which, if properly used, could provide the proper support and avoid the risk of injuries. According to one employee the company made the decision to not use the nose pins in order to save a few seconds of employees' time.

For further information call TDU at (313) 842-2600; Toledo steward Konstantine Petros at (419) 474-9221; or Toledo OSHA at (419) 259-7542.

Also Cited for Failure to Provide Information on Jifflox Injuries

Toledo was also cited in April over their refusal to provide employees with copies of OSHA injury logs (form 200). These logs must be kept by employers at each workplace to show the injuries that occur. The company is supposed to turn them over to employees or their union representatives upon request, but balked when TDU members investigating Jifflox injuries asked for the forms.

DID YOU FINISH THE ORDER? ARE YOU SURE IT'S DONE?
IS ALL THE MATERIAL THE SAME ON THAT ORDER? DOES IT ALL MATCH?!
TILLIG
ARE YOU SURE THE WEIGHT IS RIGHT ON THAT ORDER? ARE YOU POSITIVE?
LOOK, IF YOU DON'T THINK I KNOW MY JOB, WHY DON'T YOU MAKE ME A BOSS?!

Delegates Toe Presser's Line

continued from page 1

This had the most support of any proposal coming from the floor, about 200-300 delegates. The Presser forces claimed the International Union has no more funds to spare for strike benefits, so there is a 10-year freeze on them at $45/$55.

The General Executive Board put forward their own changes in the Constitution, which were adopted (see page 7 for details of changes). Some of their proposals were in response to TDU. One was similar to a TDU-backed proposal on safeguarding our local unions from defeated officers who take severance pay and benefits on their way out the door. They also adopted a change in delegate selection procedure, designed to try to undercut our legal action aimed at winning the right to vote.

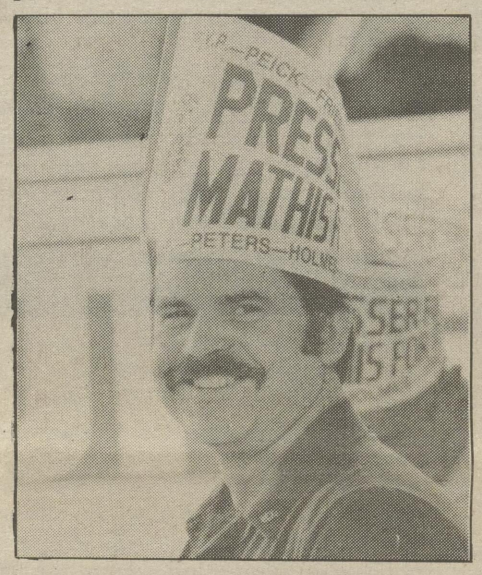
While Presser still had the convention in his pocket, the reform movement could not be ignored. Too many people in that Convention hall remembered the national contracts that Presser signed that we worked successfully to overturn, the legal rights won, the growing support. And so Presser's attention was focused on TDU and how best to combat the rank and file movement.

Presser allowed dissenting voices on the floor, and continually emphasized how democratic he was. Meanwhile, there was heavy pressure and intimidation put on local officers behind the scenes to get them to toe the line. His tactic was to allow some open debate on the issues, but crack down hard on the roll call vote later on his own election, which he forced through to the end, for four hours.

Only 24 courageous delegates dared to take the microphone to record a vote for Sam Theodus for General President. Some others absented themselves before the vote. A number of TDU members, along with many more reform-minded officers felt they had to cast their vote for Presser or put their local at risk.

On the last day of the Convention Presser (after the press had left) abandoned the Mr. Nice Guy image and lashed out at TDU repeatedly from the podium. Once again TDU was recognized as the real opposition, the real fear Presser has.

So Presser had his standing ovation in Las Vegas. But the other candidate, Sam Theodus, could go home with pride, and on June 1 at the Cleveland Local 407 union meeting he had his standing ovation—from the rank and file. That was the point of Theodus's candidacy, to show the contrast in the system we have and what we need — one Teamster, one vote.



His candidacy also cleared the way for a legal challenge to this system, which is now moving forward. On June 2, a complaint was filed with the US Department of Labor over the illegal delegate system used.

Secretary of Labor Bill Brock surprised Presser and the Convention with a tongue-lashing on its opening day. We will now see if this was just words or if he will really act. If he again covers up for Presser, he will be in court shortly, as we pursue the issue of the members' right to vote.

Some months down the road, Jackie Presser may just be history. Like Roy Williams, he will be astonished just how fast his loyal flunkies can forget his name.

GEB Will Choose Replacement

Will Presser Make It Through 5 Year Term?

Would you elect a leader who would very possibly serve only one-tenth of his term, without even so much as asking who would serve the remaining nine-tenths? Does the whole idea of this sound crazy to you? Well, then talk to your local officers about it—the ones who were in Las Vegas doing just that.

If Jackie Presser is convicted later this year, he will be immediately barred from office. The remainder of his five-year term will be completed by one of the seventeen members of the General Executive Board (GEB) (sixteen if Friedman is convicted with him), chosen by the GEB. All of these people were initially appointed by Frank Fitzsimmons, Roy Williams or Presser, before their "ratification" election at conventions.

In the make-believe atmosphere of Las Vegas, a strange story of the reasons behind the Presser indictment was repeated over and over, apparently in the hope that fantasy would eventually become reality. In this story, Presser is not a rich and powerful man, with connections to the White House and the attorney general. Nor is he a paid FBI informant, who the FBI wanted to protect so much that a chief Cleveland agent was indicted on charges of covering up for him.

Instead, Presser is a victim of an evil plot in this fairy tale version. He is a poor boy doing a good deeds, a labor leader who is attacked for no other reason than spite. In this story, the two ghost employees convicted of accepting hundreds of dollars in payoffs from Presser just don't exist. Las Vegas is indeed a strange place.

Meanwhile, back on earth, Presser was arraigned on June 4. His attorney, John Climaco, asked for and received a change of judge. A trial date is yet to be set, and it is up to the jury to decide innocence or guilt, but if he is convicted, the TDU-supported 1984 Labor Management Racketeering Act will make it impossible for Presser to remain in office.

It is unclear who will succeed Presser. Don Peters of Chicago, Weldon Mathis of Atlanta and Joe Morgan of Florida all have aspirations. It is all speculation, but as things stand now, one thing is certain: the exclusive group of the GEB will, without any input from the rank and file, decide who among them will succeed Presser.

Convention Highlights

Heaping on the Praise—Is Presser a Moses?

Check out these quotes from the IBT Convention to see if you can guess who these men are referring to:

"If there were an election among the rank and file, he would be unanimously chosen."

—Robbie Sansone, Local 682

"He is a thoughtful and caring man...a friend to all Teamsters and to all trade unionists, not just for his pursuit of workingmen's rights, but also for his concern and understanding of human needs."

—Jeremiah Lavell, Local 741

"All Teamsters are truly blessed to have him as our leader."

—Don Sawochka, Local 142

"He has worked his way up through the ranks, and his record of distinguished service is second to no one's."

—Robert Sasso, Local 282

That's right, they were all referring to Presser. Before he is nominated for sainthood, it would be good to remember that all of this praise sounds a great deal like the compliments heaped on Roy Williams at the last convention. Funny, there wasn't a single mention of Williams this time. Will they remember Jackie in 1991?

And that wasn't all. One delegate got so carried away with his praise for Presser that he told delegates, "You've got a leader up there that's a Moses." Besides the fact that he could probably part the Red Sea with a bellyflop, we couldn't think of any other reason why Presser would be characterized as a Moses. Can you? A closer reading of the Old Testament does remind us of the reference to the "jawbone of an ass"—perhaps a more apt description of this delegate, who also went on to compare Presser to Dr. Martin Luther King.

Management Guests Sported "I Love Jackie" Pins.

"I Love Jackie" pins were evident in the visitors' gallery adorning the fancy outfits of special guests and their spouses. These "special guests," who were named before the entire convention and given applause, included such friends of labor as the chief attorney for the National Automobile Transporters; the chairman of Anchor Motor Freight; the chairman, labor relations director and vice president of United Parcel Service; presidents of Trucking Management Incorporated; the president of CF, and Yellow Freight management.

We can sure see why these major Teamster employers would "love Presser."

Sky Is the Limit on Officers' Salaries, Some Delegates Say.

Some officials also fell all over themselves when it came to the issue of Presser's salaries. "I think we should be able to pay you all $1 million a year," Nolen LeBlanc from Local 270 told the delegates. This sentiment was seconded by Local 320's Jack Mogelson, who said, "You should get a million dollars a year for all the guff you take."

Many officers were angered by the TDU proposal to limit salaries. Both Mogelson and John Nash (Local 986) called the proposal a "two-tiered system,"which Nash went on to say Teamsters should never be involved in. Funny, the day before, a TDU resolution against two-tier wages was defeated by the Convention. Also, strange that none of this generous spirit was aimed at the rank and file.

Mickey Mouse Gets Some Competition.

One highlight of the convention was the presentation of the latest in Teamster fashion accessories. For only $35, delegates could purchase watches (manufactured in Hong Kong, by the way) featuring Presser's face. These are certain to become collectors' items.

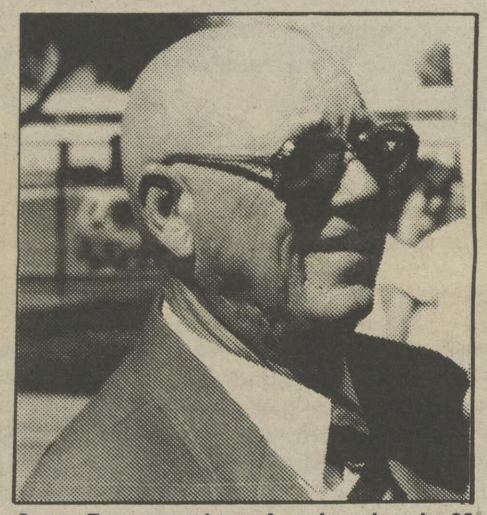
Who Spoke for You at the T

It took the courage and intelligence of TDU delegates to raise the issues that mean the difference between a strong, rank and file-controlled union and a weak one controlled from the top. Reprinted here from the official convention proceedings are four statements made by delegates who made motions on crucial issues — the Right to Vote, Officers' Salaries, Majority Rule on Contracts, and Increased Strike Benefits. We also list statements from those speaking for the Presser forces on each of these issues, and a list of all speakers for and against.

RIGHT TO VOTE

Sam Theodus
President, Cleveland Local 407
In Favor of Right to Vote

"We've all gathered here for probably one of the greatest conventions in the history of the International Brotherhood of Teamsters. We come here with the idea to elect representatives who will lead this International for the next five years. We have an International that is now of the membership and for the membership. But we have left out the main ingredient: by the membership. I think it is time now to allow the rank and file to voice their opinion and their vote as to who they want to lead this great International Union."



Sam Fenn, a Los Angeles Local 63 carhauler, has had plenty experience with the negative effects of the two-thirds rule on our contract votes. That's why he was in Las Vegas to support a motion for majority rule on contract votes.

Bruce Arbuckle
Sacramento Local 150
Against the Right to Vote

"I would like to speak in opposition to the proposed amendment. I speak for almost every delegate here in saying that this system has worked for us in the past, it will work for us now, and it will work for us in the future. I cannot add too much to what has been said, other than if it isn't broke, don't fix it."

Other speakers in favor of the right to vote were: Sam Fenn, Los Angeles Local 63; Robert Wenger, Cleveland Local 407; Tom Gilmartin, Hartford Local 559; Jack C. Vlahovic, Vancouver, British Columbia Local 213; Joe DiMaria, Cleveland Local 407.

Speakers against the right to vote were: Joseph Konowe, New York City Local 732; William Ahelan, New York City Local 584; Lou Partenza, New York City Local 237; Joseph Santone, Erie Local 397; Tony Rossetti, Bridgeport Local 191, Robbie Sansone, St. Louis Local 682; George Wither, Detroit Local 247; Peter Moslinger, British Columbia Local 213; Robert Barnes, Illinois Local 301; Paula Degnan, Chicago Local 743; John Taylor, Miami Local 390; Charles Thibault, Toronto Local 938; William Genoese, New York Local 732; Robert Cassidy, Canton, Ohio Local 92; John Smalley, Philadelphia Local 107; Tony Distini, New York Local 707; Richard Foley, Worcester, Mass. Local 170; Joseph Sheridan, New Jersey Local 560, Ernie Tusino, Worcester Local 170; James Reader, Los Angeles Local 986; Lou Riga, Santa Clara Local 576; Norbert Miller, Modesto Local 386.

OFFICER'S SALARIES

Wilson Overall
Los Angeles Local 63
In Favor of Limit on Officers' Salaries

"Brothers and sisters, there are very few of us here who would deny the fact that the motivation for running for office and serving the membership of the IBT goes much deeper than its financial rewards. I am a shop steward, and should know that.

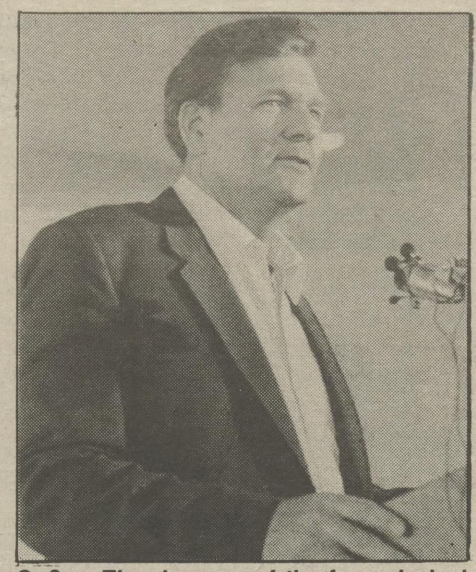
"Most of you in this hall look upon your duties as more than a job, you look upon it as a calling. The bosses have jobs. We have the belief in the labor movement and what it stands for. The bosses can pay each other millions—all they have to do is squeeze the consumer. When union officials pay themselves high salaries, their only source is us, the members.

"We feel that $125,000 (the top rate proposed by TDU) is more than a fair sum. Think of the extra money that could go to organizing just from the wages paid to the executive board. And I don't say that to cast blame on anyone. I say that because we have a chance to start fresh here today, to start fresh with no chance for anyone to make a charge of greed. Our leaders can point with pride to the amount they have personally contributed to Teamster organizing.

"...I would like to see the rank and file be forced to rethink what they know for sure about our union and its leaders. So come on, let's pass this amendment and get on with making the IBT into what it really should be."

Louis Riga
Santa Clara Local 576
Against Lower Salaries

"I speak in opposition to the motion. Let's face it, $100,000 these days is nothing. It might have been great 30 years ago. We need people of stature. We need people who do not have problems and worries about their financial means in their private lives. The only way you can get these people to devote 100% is to give them the salaries they deserve. I'm 100% for anything we can give them."



C. Sam Theodus: one of the few principal local officers willing to challenge business as usual.

The only other delegate speaking for lower salaries was Local 208 Trustee Doug Allan. Against: Jack Mogelson, Local 320; Leo Snow, Local 886; Nolen LeBlanc, Local 270; Robert Logan, Local 515; John Nash, Local 986.

MAJORITY RULE

Sam Fenn
Los Angeles Local 63
In Favor of Majority Rule

"As a carhauler for Hadley Auto Transport in Los Angeles, California, and an elected steward, we ran a nationwide strike three weeks this past year. This amendment will strengthen our union bargaining committee. The employer negotiating committee knows full well that they only have to please a third of the voters to get an agreement. We have several times voted down by over 50% our national contracts—this past one by over 80%. Today will be a proud moment for our union if we can say to our members that a contract will never be imposed on them that the majority feels they cannot live with. Almost all unions give this right to their members. This is only a change that will make our union stronger."

Linda Gregg speaking on the need to increase strik

Ludie Martin
Chicago Local 743
Against Majority Rule

"I don't see where, if you have negotiated in good faith, and these people have the right to come out and vote on the contract, why should it be necessary to go through a mail referendum when half of them ain't going to read and write and put it in the garbage when they get there? Let them come out and vote or otherwise they don't need a contract."

Also speaking in favor: Brent Severson, Local 63; Doug Allan, Local 208; and George Valery, Ernie Tusino and Bill Miley from Local 170.

Other speakers against: Patrick Chaplin, Local 911; Rome Aloise, Local 853; Dale Hanson, Local 961; William Joyce, Local 710; Lou Riga, Local 576; Chuck Mack, Local 70; Marty Bennett, Local 294; John Nash, Local 986; Phillip Guarniccia, Local 493; Joe Pecora, Local 863.

Many rank and file members travelled to Las Vegas to witness their local officers "in action" and show support for the right to vote—paying their own way to make sure the rank and file's voice was heard.

e Teamster Convention?

ncrease strike benefits.

STRIKE BENEFITS

Linda Gregg
Denver Local 435
In Favor of Increased Strike Benefits

"Many delegates have already spoken out on the fact that strikes are a difficult endeavor in these times. More often than not today they are a matter of economic life and death for our membership, and a matter of whether our union survives. But when strikes are necessary, it is important to do everything possible to make sure that they are successful. No amount of strike benefits will make strikes easy. But our strike benefits now are simply too low. We need to show the employers that they cannot beat our union by starving our members out on the picket line. We need to show our members that we will stand behind them when it comes.

"Our local union has a strike fund and so do many other local unions, but to have a freeze for five more years on International strike benefits, meaning no increase from 1981 to 1991, is not acceptable. That would mean no increase for ten years. Our union can afford this increase and there's no better way to use our treasury than to help those on the front lines of battle, and to tell the employers that we will not be broken."

Peter Moslinger
British Columbia Local 213
Against Increased Strike Benefits

"I say to those locals that are willing to pay more per capita tax, that they should go to their joint councils or area conferences, and if they are willing to pay more money there, perhaps a strike fund could be established in those areas and not burden the International Union with it."

(*Ed. Note*—The International paid out $7 million in strike benefits last year out of a total strike fund of roughly $89 million.)

Other speakers in favor of increased strike benefits: Don Briscoe, Local 213; Robert Mattingly, Local 896; George Valery, Local 170; Jack C. Vlahovic, Local 213.

Local 247's George Wither and Kenneth Hollowell spoke against.

Nothing Lost, Little Gained

IBT Constitution Changed

The IBT Constitution, which governs our entire union, was changed in a number of ways at the recent convention. Here is a list of some of the most important changes made, though not all of them, as space would make that impossible.

Unfortunately, the positive proposals fought for by TDU at the convention were not adopted (with one exception). The good news is that, unlike every recent convention, we did not lose more rights. This is to the credit of the rank and file movement that has continued to grow over the past five years. In addition, some of the changes made by the International Union were in direct response to pressure from the rank and file or legal action by TDU.

Here is a summary of the changes in the order of the article they fall under in the constitution:

Article 2, Section 2(h). Language was changed here to prevent our union from disciplining persons who quit the union during or right before strikes so they can scab. (Companion language in Article 19, Section 7 was also deleted.) This change was probably motivated by a recent anti-labor court decision (which TDU fought). We feel that the language should have remained in the event of a reversal of this court decision. Also, the decision did not affect Canadian members, so the language should have stayed in for them.

Article 2, Section 4(e). Language changed to permit officers of local unions to remain members (and hence officers) even if they lose their jobs. This is a positive change: previously locals could fire an outspoken business agent, and then six months later remove him/her as an officer and place him/her on withdrawal.

Article 3, Section 2. New language was added here to require all local unions to send all of the delegates that they are entitled to. This good change was quite possibly initiated by our current lawsuit over the convention delegate system.

Delegate Selection Modified

Article 3, Section 5(a)(1). New language added to create an order governing delegate selection for local unions. This change mandates that locals specify in their bylaws the order in which elected officers and BAs will be designated convention delegates. Any local failing to change its bylaws to this effect will use the following order: principal officer and then the president or secretary treasurer, the vice president, recording secretary, trustees (in order of the votes they received). The elected BAs would then follow in the order of votes they received.

This change was made in response to the TDU legal challenge on delegate selection. The International hopes that this will be seen as a reform in the procedure by the Department of Labor. Actually, the change is negative in that it requires locals to send fulltime, salaried officers before working officers are considered.

Article 5. This article, covering officers' salaries and expenses, was not changed. Therefore, officers will continue to get a 100% cost of living raise. For example, a 5% COL increase would mean a raise of $11,250 for Jackie Presser.

Article 5, Section 1(e). New language was added here increasing the per diem expenses for International Representatives, Organizers, Auditors and etc. from $75 to $130.

Article 10, Section 3(b). No per capita tax increase (portion of your dues to the International Union) was made. It remains $3.90 per month.

New Dues Language

Article 10, Section 3(d). This is the *dues* provision, and three main changes were made.

1. New language was added that where Teamsters are paid less than $6 per hour, they only have to pay one hour's wage in dues instead of two hours, with a minimum of $5. This is a very good change for low paid Teamsters, but only for bargaining units organized after July 1, 1986.

2. Dues increases will be made up to two hours pay each year, with the $2 limit on dues hikes removed. The reason for this change is mainly that with the two-tier 70%/80%/90% clauses invading our contracts, $2 annual increases are not keeping pace to bring dues up as people get up the wage scale.

3. BAs' and officers' dues will be tied to the highest dues of any members in the local, which means a bargain for many officials who normally make more than the members. (Without this change Jackie Presser's dues would be over $500/month. With it, his dues will be $25/month.)

Article 12, Section 10. Changes made here give the International Union greater powers to discipline locals who underbid and establish standards below the prevailing levels. Tough talk that is never enforced.

Article 12, Section 14 (formerly Section 4). Out of work (strike) benefits were not increased a penny. This means that from 1981 till 1991, strike benefits will have a ten-year freeze. During that same period, officers' salaries will double with their automatic escalator clause.

Article 18, Section 5(b). Clarification of language to make clear that once a Teamster has retired, he/she can neither be an officer nor vote. Apparently aimed at Chicago Local 710, which has illegally had retirees vote.

Article 22, Section 4(c). This clarifies a right that Teamsters already had—the constitutional right of seasonal workers to pay their dues.

Article 22, Section 4(e). Added new language regarding "lame duck" officers defeated in a local election but still in office before the new officers take over. "During the period between the date of the election and the end of the term of office, no extraordinary expenditures of local union funds shall be made without the approval of the officers elect and the membership."

This is a good change to prevent looting of local unions by defeated officers. Similar wording was proposed by TDU delegates.

IBT Convention Is Over But Our Work Continues

The courageous stands taken by rank and file delegates gave working Teamsters a voice at the IBT Convention. That voice would not have been possible without the support of thousands of Teamsters who have built the national rank and file movement, Teamsters for a Democratic Union.

Now we need your support more than ever before — to continue our work to make our union strong, democratic and proud. You can help by spreading the word on TDU, and encouraging others to join. Use the form below today.

☐ Please send me a membership recruitment kit.
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Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210

Paper Prints Phony Issue for IBT

How Your Dues Helped to Buy the News

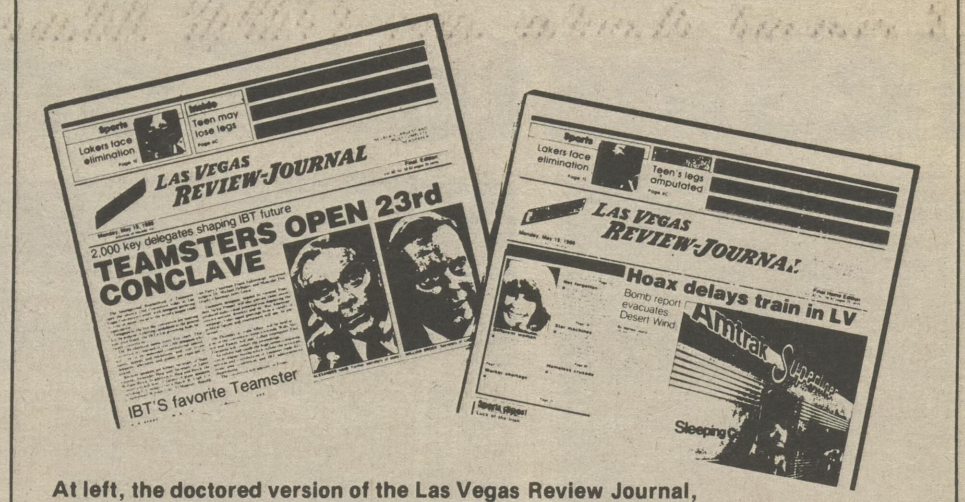
When the IBT Convention opened on May 19 each delegate found a copy of the Las Vegas *Review Journal* on their chair waiting for them. The *Review Journal* is a real paper, but what was not clear to many delegates was that the real front page had been substituted by one designed by the IBT public relations department!

Along with a bogus front page, the paper bought by the Teamsters also removed an article from page 3, entitled "Teamster Official Sees Truth in Charges Against Presser," and replaced it with one on plutonium.

CD has been unable to learn how much the IBT paid for this incredible scam, but the *Review Journal's* editor, Tom Keevil, related how embarrassed he was over the incident. "I have some private feelings on the matter, but I'd rather not go any further than that," Keevil stated. He also told us that neither himself or the managing editor were told of the deal until it was over. He blamed the business manager, Earl Johnson, and stated, "It is not a practice here...this is the one time this ever happened in my five years here."

Earl Johnson told *CD*, "My people made a mistake...that should not have appeared like an actual newspaper. It should have been headlined as a souvenir special." He also stated that the removal of the page three article was a mistake and that he did not know the price paid by the IBT for this "special" edition of the paper.

Well, Presser's PR people certainly knew how to get some good press for a change—all they had to do was pay off a newspaper to print a bogus front page and parade it around as the real thing. Our dues pay for this?



At left, the doctored version of the Las Vegas Review Journal, and at right, the real issue of the newspaper.

Strike Continues, Support Still Needed

P-9 Strikers: "No Surrender"

The Hormel strikers in Austin, Minnesota are continuing their brave fight against concessions. The strike is now in its 11th month, with the Local P-9 rank and file refusing to go back if it means having to accept wage concessions or dangerously unsafe work conditions (before the strike, Hormel's Austin plant averaged 202 accidents per year for every 100 workers).

Unfortunately, the United Food and Commercial Workers (UFCW) International has done everything possible to sabotage the strike, and kill the solidarity that the P-9 rank and file has created between themselves and other unionists. It seems they feel just as threatened by the power of an active, organized rank and file as any corporate executive would! The International has ordered Local P-9 put in trusteeship. Local P-9 filed suit in Washington, DC to prevent this takeover, but unfortunately, the judge in DC referred the case back to a judge in Minneapolis, who ruled against P-9 in early June, paving the way for the International's takeover of the local.

The International Union's representative is now in the process of physically taking over the local's office. Even before the court ruling, he attempted to negotiate on the strikers' behalf by offering to end the strike with no wage, benefit or health and safety agreements, provided only that Hormel place the returning strikers on a preferential hiring list for recall—exactly the offer made by Hormel several months ago that was totally rejected by the rank and file. Hormel rejected this offer, saying that they would await the final court ruling before bargaining.

P-9's elected executive board has designated June 22-28 as Solidarity Week, and is asking all P-9 supportes to be in Austin that week for peaceful demonstrations and picketing outside the Hormel plant.

Despite the International's attempts to undermine them, the P-9 rank and file remain firm in their position of "no retreat, no surrender." Their strike has become a rallying point for unionists around the country against the constant attacks on our standard of living and our solidarity with each other. To support the P-9 strikers, send and make out your check to the American Labor Relief Fund, C/O National Rank and File Against Concessions (NRFAC), 312 21st St., Newport,MN 55055. Please include a note with your donation stating that it is for the P-9 strikers.

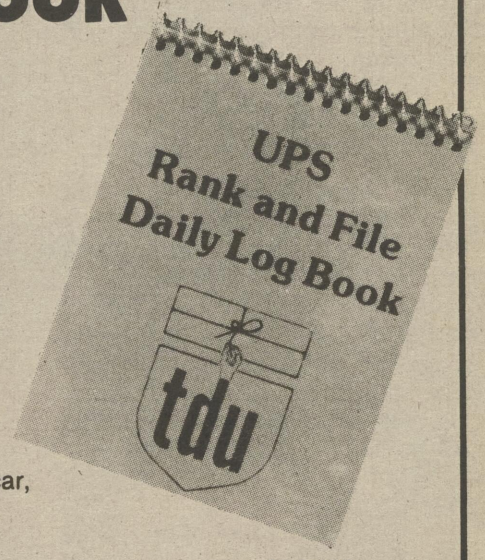
PLEASE BOYCOTT

a request by UFCW Local P-9
Austin, Minn.
Hormel Trademarks:

Clip & Post at Worksite

BAM *breakfast strips, banner designed used on packaging for bacon and pork sausage*
BASEPAC *feeds*
BAVARIAN BRAND WUNDERWURST *braunschweiger*
BEFRY 100 *shortening*
BLACK LABEL *bacon and ham*
BRAM *ham loaf*
BURGERMEIESTER *salami*
CASA GRANDE *taco shells, menudo beef trip and hominy stew*
COOL 'N FRESH *drink mixes*
CORETRATE *gelatin*
COUNTRYSIDE *sausage*
CURE 81 *ham*
CUREMASTER *ham D-shaped can design for meat products*
DAIRY BRANDS *cervelat*
DI LUSSO *genoa*
DINTY MOORE *stew, corned beef, noodles 'n chicken or roast beef with gravy*
ENPAC *feeds*
ENTREE DE-LIGHT *frozen main dishes*
EXL *ham*
FAMOUS FOODS OF THE WORLD *meatballs and beef stroganoff*
FAST'N EASY *precooked meats*
FLAVORSET *gelatin*
FRANK'N STUFF *franks*
FULL MENU *ham*
GOLD'N LITE *precooked breaded cauliflower, potatoes, mushrooms and breaded cheddar cheese curds*
GREAT BEGINNINGS *entree makers*
HARBOUR LITE *seafood chowders*
HEARTY HELPINGS *cooked dishes*
HOMELAND *sausage*
HORMEL *logo*
JADE *corn oil*
LAYOUT PACK *wide-shingled bacon*
LEONI BRAND *pepperoni*
LIGHT & LEAN *Canadian bacon and ham*
LITTLE SIZZLERS *pork sausage*
LUMBERJACK *beef roll*
MARY KITCHEN *roast beef hash or corned beef hash*
OKC *steaks*
OLD SMOKHOUSE *Bar-B-Q Sauce*
OLD TYME *sausage*
PEPTEIN 2000 *hydrolyzed animal protein*
PF-6 *hydrolyzed animal protein*
PILLOW PACK *pepperoni*
POLYPRO 5000 *hydrolyzed animal protein*
PRIMISSIMO *ham*
PROPASS *feeds*
QUICKSET *gelatin*
RANGE BRAND *bacon*
RANGE BRAND WRANGLERS *smoked franks*
ROSA GRANDE *pepperoni*
SHORT ORDERS *individual canned servings*
SIZZLING DOGS *wieners*
SKINNY DIPS *vegetable and dairy based snack dip*
SOLLAGEN *collagen*
SPAM *luncheon meat, T-shirts*
Deviled SPAM *luncheon meat*
SPUD-FRY *shortening*
SUPER SELECT *pork*
SUREPAC *TATER DOGS batter-wrapped wieners*
TENDERSET *gelatin*
THE SUNDAY BACON *(no generic name needed)*
TOTEM PAK *wieners*
TUFF FRY *liquid shortening*
VIKING *summer sausage*
WRANGLERS *smoked franks and bacon*
WUNDERWURST *braunschweiger*
100 PLUS *shortening*

The UPS Rank & File Daily Log Book



Keep the record straight with the charts in this durable, spiral-bound notebook. Different books for package car, feeder drivers and inside employees help you keep track of all the details that affect your job at UPS.

Write better grievances, and be prepared with the facts at grievance hearings. Each book lasts three months and provides ample room for your own notes.

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Send your order to: TDU, Box 10128, Detroit, MI 48210

Local Acts on UPS Membership's Special Needs; Aims at Unity

"We're trying to build more union organization and presence at UPS, and involve and educate the membership," Linda Gregg, Denver Local 435 Secretary-Treasurer told *Convoy Dispatch* about the local's new program of greater autonomy for UPS Teamsters.

Two months ago Gregg and the Local 435 executive board adopted a detailed resolution aimed at promoting unity among all segments of the membership and also recognizing the special needs of the 1,100 members of the local employed at UPS.

The resolution gives UPS members the right to vote by secret ballot for their own business agents and also provides for the setting up of monthly UPS craft meetings. So far two meetings have been conducted: one to discuss workers' compensation, and another on production standards at UPS. At each meeting suggestions are taken for future topics and motions can be made on matters affecting the UPS membership.

Part-timers' Participation Encouraged

A special effort is also being made to encourage the participation of part-time UPS members and draw them closer to the union. One part of this effort has been the assigning of one business agent, Gary Ottoson, to handle part-timers' grievances, while the other UPS BA, Tom Dimino, covers full-timers.

According to Local 435 Trustee and UPS package car driver Dean Ribaudo, these new arrangements have been working well and the meetings have been successful. He does point out that attendance at the meetings has been moderate and that more participation is needed.

Ottoson pointed out that "UPS workers are like any others, but we figured there is a need for some specialization given the grievance procedure and the strengths of the company. So far people have responded positively." He agrees that meeting attendance is not as high as it should be, but that "on the shop floor people have responded, especially the stewards...that's where the horizon has opened up."

"I think people have some hopefulness about the union representing them...they sense concern and respond with more involvement. Cooperation is what we're encouraging because the real need at UPS is for us to work together."

As one example Ottoson pointed out that part- and full-timers are presently filing grievances and working to overcome a problem with the buildup of exhaust fumes in the building.

In a local where UPS is 1/4 of the entire membership, this resolution seems a positive step forward. TDU members interested in a full copy of the resolution should contact TDU.

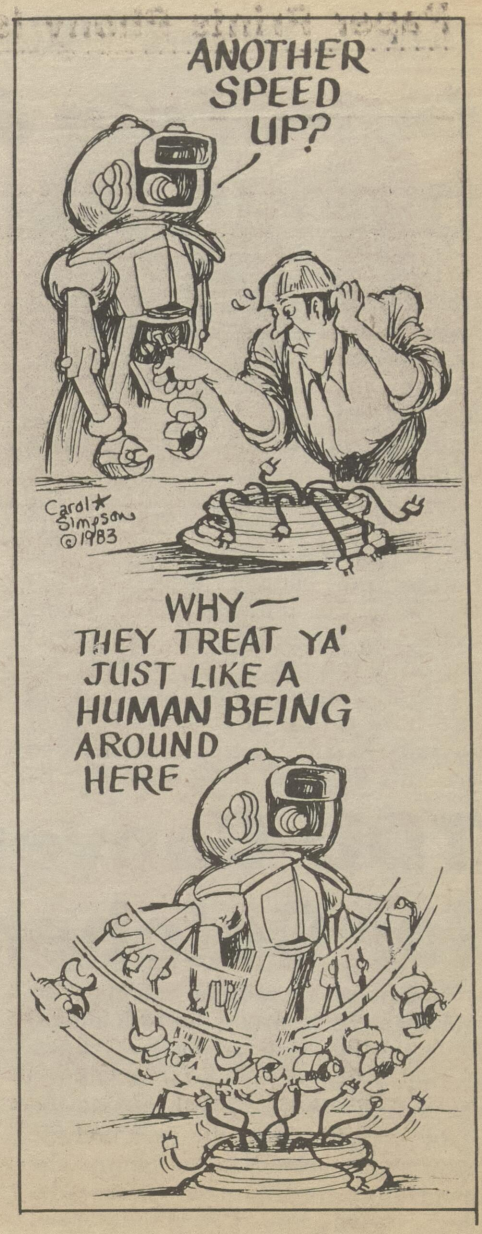
Shrewsbury, Mass. Local 170

UPS Teamsters Ask in Anger: "Why Ralph?"

"UPS Why Ralph?" reads a bumper sticker produced and distributed by Shrewsbury, Massachusetts UPS Teamsters in response to a big harassment push that climaxed in driver Ralph Dagno falling down some stairs and injuring his back.

Management reportedly went on a binge of foul-mouthed harassment aimed at higher seniority drivers and younger drivers with the "gall" to take their lunch breaks. This binge followed an inaccurate and incompetent re-timing of routes. Drivers have been chewed out for being as little as ten minutes paid-over.

Dagno, a 17-year employee, was ridden by two supervisors who harassed him for two days without letting up (reminiscent of the teams of "interrogators" in old World War II movies). This treatment finally led to the accident. At a locker room meeting the next day members expressed their anger, and management responded with soothing noises about how perhaps they had made a mistake. Since Dagno has been off work, his route was re-timed with over a half-hour added to the route to make it more manageable for replacements. The bumper stickers are appearing on cars throughout the local and have raised a great deal of interest—and questions about what is happening at UPS, which is exactly what they were intended to do.



UPS Rank & File Contract Meeting October 25-26 Atlanta, Georgia

UPS and Downs

Detroit UPS Unity Growing: $2,500 Raised for Fired Steward.

Some $2,500 has been collected by Detroit Local 243 UPS Teamsters to aid steward Tom Fortunate, who was fired in April for miniscule sheeting errors. Part of the money was raised through a fundraiser held on June 1. Many members have also pitched in with contributions. The money will go to help Fortunate make it through this difficult time, with a small portion also being donated to fired part-time steward Al Angove, who is pursuing legal action to win his job back.

This money raising effort is only the most recent in a series of activities that Detroit area UPSers have carried out with the goal of supporting UPS members and winning just and safe working conditions. Part-time UPSers at the Livonia Hub recently started a newsletter called the *Right Idea* that is very popular, and both full- and part-timers recently submitted a grievance to the local that had been signed by hundreds of members. All of these efforts have had the effect of letting UPS know that unity is on the upswing in the Detroit Metro area.

UPS Pushing Incentive Plan.

For years the New England Area UPS Committee has voted against letting UPS start the incentive plan in their area. Nevertheless, UPS has kept trying, and presently are making moves in Vermont. According to one Vermont Local 597 UPS Teamster the company is "trying to paint a rosy picture...but now that we are finding out more about the plan, we have more questions." At one center meeting held to discuss the pros and cons a straw poll had 12 of the 13 present voting against incentive. Reportedly a national auditing team is being sent into the Brattleboro center to see if the center qualifies for the plan. A number of factors, including dispatch times and pre-load accuracy will be checked.

UPS Teamsters wanting more information on the dangers of the incentive plan should contact the TDU office

Elmsford, New York UPSers Weather Firings, Center Breakup.

The Elmsford, New York Center is one of the few in the country where a "firing fund" is in place to protect fired workers. Over the past year and a half, several Elmsford UPS drivers have been fired, but the fund has remained strong and helped these drivers make it through tough times. Two fired drivers have recently been returned to work, one with complete back pay, and an arbitration hearing is still pending on a fired steward.

In another effort to break the unity and strength of the Elmsford group management also split their building, sending some 50 high seniority routes to other centers. This attempt to break solidarity may have backfired. Members who have moved to other buildings are spreading the word and working to set up firing funds in other centers.

Darrow to Locals at National Meeting: "Stop Side Deals."

On Saturday, May 17 in Las Vegas, a meeting took place for representatives from UPS locals. The meeting reportedly lasted less than one hour, during which time it was announced that the International was forming a UPS Division, as presently exists in freight and warehousing. Other than the new designation, this will not mean any great changes.

At the meeting, IBT chief negotiator Dan Darrow also railed against locals that have cut side deals with UPS, claiming that any local that does will find their deals abrogated. We are not certain what kind of deals Darrow is referring to, but relief deals on part-time drivers and the incentive plan have been rampant over the last several years.

If this is the case, then we should expect Darrow to start taking action against the locals of some of his co-members on the national negotiating committee, like Ron Strzelecki from Wisconsin Local 344 or Nolen LeBlanc of Louisiana Local 270, who greeted part-time drivers with open arms last year.

Some locals have also found that they have to give in to UPS' pressure due to the International Union's lack of action. One local officer pointed out to *CD* that Darrow's comments are "pretty ironic, as many local unions have been forced into deals they wouldn't have been if they were getting more backing from the International."

Dixie to Drivers: "Bid 'Em or Buy 'Em"

Outrage in Jacksonville Over Illegal Bidding

An outrageous, bizarre and illegal trailer bid was conducted on June 1 for Dixie Transport owner-operators in Jacksonville, Florida. Dixie's owner, Norman Collins, had announced in a letter dated May 7 that 40 ten-car trailers would be up for bid. The terms of that bid were unprecedented.

He said that those bidding the ten-car trailers would be the last laid off, no matter what their seniority was. Further, if enough drivers didn't switch to the ten-cars, new drivers would be hired off the street and moved to the top of the seniority list for layoff purposes. The drivers would also have to take a 25% cut in their payrate. Collins' letter also claimed that this deal had been approved by the IBT, although who had approved it was not made clear.

When angry members called Local 512, they were told the local had no knowledge of the deal. Later, Local 512 officers were reportedly told by union co-chair of the Central/Southern Committee Charlie Thompson that the deal had been approved by Walter Shea. Nevertheless, nothing in writing has been given to the drivers—which wouldn't make much difference, as the deal violates so many sections of the contract and the IBT Constitution that space does not allow citing them all.

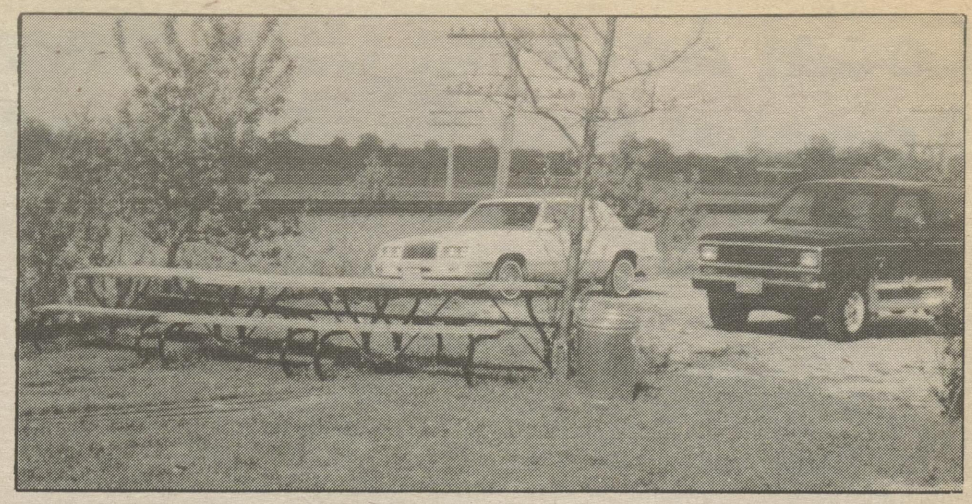
The pay cut did not come without warning. In December, Collins told drivers that unless they took a 25% cut by January, they would lose Nissan traffic. When he asked for a show of hands in approval, not one was raised.

At a January union meeting, the members' sentiment was again unanimous against any rate cut, and they assumed that due to the contract change last year giving members a vote on pay cuts, the matter was ended. In May they were still hauling Nissan traffic when Collins' trailer bid proposal came out. At the May union meeting 67 Dixie drivers took a collection to try to stop the deal through legal action.

"Bid 'Em or Buy 'Em"

Meanwhile, tremendous pressure was applied to get drivers to take the cut by bidding on the ten-car trailers. Management also announced a new program, approved by Local 512, in which the company would modify trailers to haul ten cars, and the drivers would be able to buy the trailers for $27,000 and 25% down. They would receive an extra 10% of the revenue, and coming when it did, this offer was clearly a message of "bid 'em now or buy 'em later." When the bid took place, just over 40 drivers signed on.

CD is investigating whether this outrageous deal has actually been approved by the International. One thing is clear, though—they have had plenty of time to act to prevent the deal and haven't done it.



"Look at our luxurious drivers' room!" a West Chicago CCI driver asks CD readers. "Yes, outside facilities—three picnic tables with a garbage can tied to each end, all under a scrawny tree. They must have misread Article 43, Section 8 and thought it said, 'The drivers' room shall be heated in the summer and cooled in the winter.' "

TDU Convention Set for October 25-26

Teamsters around the country are making plans to attend the 11th annual Rank and File Convention on October 25 and 26. This is the first time that the convention will take place outside the midwest and reflects the rank and file movement's growth in the South. The opportunity for Teamsters from Alabama, Mississippi, Georgia, Florida, Louisiana, Tennessee, and the Carolinas to attend has never been better.

The convention will be held at the American Hotel in the heart of downtown, right off Peachtree Street and near to the finest shopping, eating and entertainment establishments that Atlanta has to offer.

As always, the convention will feature many educational workshops, along with the opportunity for each and every TDU member to have a say in determining our policies and direction for the comimg year.

This will also be an opportunity to meet the delegates and officers who stood up at the IBT Convention in Las Vegas, and to share experiences and knowledge with rank and file Teamsters from all over the country. Top labor attorneys and educators will be there to answer questions and give advice.

Watch for details on registration costs and rooming coming soon. Cheap airfares are available if ordered early. Contact the TDU National Office to help find the best bargain rates.

So, plan now to be in Atlanta for the 11th Annual TDU Convention to show your support for the spirit of unionism and to join in the excitement.

TDU Staff Change

Mike Johnston will be leaving our staff on July 1. He has worked for the past three years as a TDU organizer based in San Jose, California. The good news is that Mike is planning to remain a Teamster and continue working to build the TDU movement.

Conditioning Members for Contract

The April issue of the *International Teamster* carried a somewhat revealing article on the formation of a "Baking Industry and Teamster Labor Conference" to "provide a forum for the Teamsters and baking industry leaders to discuss problems in an atmosphere free of the pressures associated with the collective bargaining table."

Jackie Presser is the honorary chairman of the new conference, which began by discussing cost containment in health and welfare funds and the high cost of replacing missing bread trays.

A more realistic picture of what this group may end up working on was given by an un-named union representative who was quoted in the article as saying, "Some of our biggest problems must be tackled during the term of the agreement, and not at negotiations. Our members need to be conditioned for any changes that might result."

All present agreed that this was "an excellent idea" and a "unique approach to solving our mutual problems."

Show Your True Colors

The TDU cap is blue and white, with the TDU emblem in red, yellow and blue. Printed on the front is: MAKE OUR UNION STRONG and RANK AND FILE POWER. It is made of tough "breathable" nylon mesh, and adjust to all sizes.

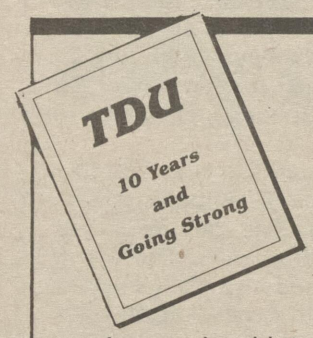
$6.50 each, $5.00 each on orders of 5 or more.

Name _____

Street _____

City _____ State _____ Zip _____

Quantity _____ Amount Enclosed _____



Book Commemorates Ten Years of TDU Growth

A new booklet by TDU, titled *TDU — Ten Years and Growing Strong,* commemorates ten years of TDU history. Featured are over 60 photographs that tell the story of TDU — the events that led to its creation, and the people and victories that have made TDU one of the most outstanding organizations in today's labor movement.

Join in the celebration of TDU's 10th birthday. $10.00 per copy.

☐ YES, I'd like _____ copies of *TDU — Ten Years and Growing Strong.* Enclosed is my check for _____ made out to TDU.

Name _____

Address _____

City _____ State _____ Zip _____

Send to: TDU, P.O. Box 10128, Detroit, MI 48210

National Carhaul News

One important case to come up before the national panel meeting in Baltimore in July concerns the ability of management to play one local against another. Last fall Ryder went to Janesville, Wisconsin Local 579 and proposed that they start hauling some existing, non-rail traffic out of Detroit on a full-rate/half-rate basis. After Local 579 agreed, Ryder took it to Detroit Local 299 on a "take it or leave it" basis. Local 299's challenge to this deal will be heard at the national meeting.

It is bad enough that the new panel rules allow locals to unilaterally make competing deals on off-rail traffic, as has happened with the rail traffic being hauled out of the east by sleeper teams on a running-mile basis. To open up all existing traffic to this kind of competition between locals will produce chaos (and reduced pay) in the industry. Hopefully, the union side of the national panel will close this can of worms before more damage is done.

"What we need is a carhaulers' convention," was the response of one **Anchor Lake Orion** driver to the TDU petition for the right to vote on our top union officers. He said, "Instead of each local going their own way, they should get together and decide whether we're going to have this running mile stuff or not."

TDU has long advocated increased communication and coordination among carhaul stewards and BAs. The International Union big shots resist it because they want all the power in their hands. A couple of years ago, the CAT steward in Flint proposed a meeting of CAT stewards. Sam Stintsman, Presser's personal representative on carhaul matters, blew a gasket.

We have a lot of competent BAs in carhaul, even if they aren't all notably courageous. We have increased clout in the union because of the members' rejection of last year's contract. The need for coordination has never been greater. We believe that regular, official meetings of stewards and business agents held in conjunction with the area panel meetings are a realistic and important step to improve our union.

Insurance deduction grievance deadlocked as Ryder bobs and weaves under questioning. We have previously reported on the union's dismal failure to protect owner-operator carhaulers from unjustified deductions from their pay for "ancillary" charges. Thanks to the persistence of CCI owner-operators in Chicago, a small chink has been made in management's armor on this question. Last year the company changed 55c (later raised to 61c) of their $5.86 ancillary charge to "insurance," despite contract language saying, "The employer agrees to pay... cargo insurance," (Article 62, Section 5(a).

When the grievance on this deduction went to the Wisconsin-Illinois Grievance Panel, steward Freddie Nelson was prepared with a well-researched case, documented by a number of drivers and their wives. Under stiff questioning, Ryder managers contradicted themselves and caimed not to know answers to the most basic business questions. The panel deadlocked the grievance.

Similar evasions and runarounds by management have reportedly lead ICC investigators to reopen their file on this matter, since ICC rule #1057.12 states, among other things, that the lease must specify condidtions under which cargo damage may be deducted, and that drivers must be given all documents to assure that any deductions have been correctly calculated. The law also says that drivers must be told the freight rates, but Ryder has treated this like a state secret for a year and a half. Drivers' suspicions that management has something to hide were not lessened when one supervisor said that before it was all over they would all be in jail.

Meanwhile, management has tried to hornswoggle individual drivers into amending their leases to okay this larceny. The drivers have refused. We owe a debt of gratitude to these drivers for refusing to buckle under. Sorry to report that Local 710 has been worse than useless in this matter.

The CCI terminal in West Chicago is an old gas station. As one reader notes, "It's the only Ryder acquisition I've seen that wasn't yellow and proudly displaying the big R. Could they be embarrassed to own it? Also, CCI just cut the mileage to O'Hare Airport from 35 to 24. Management needs to remember that just because the destination is the airport, the means of transportation is truck, not plane."

Special thanks to rank and file carhauler delegates from **Southern California Local 63**, Brent Severson from PMT and Sam Fenn from Hadley. They stood up strongly for majority rule on contract votes, increased strike benefits and the right to vote on our top officers at the recent convention in Las Vegas. We know it seemed lonely on the floor out there, but you spoke for thousands of brother and sister Teamsters.

Thanks also to all the carhaulers who helped make our national rank and file petition for the right to vote on union officers a big success.

Five Years Ago in Convoy Dispatch

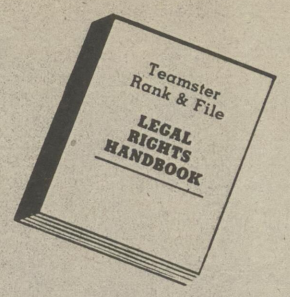
In May, 1981, *Convoy Dispatch* ran an article on the refusal of freight companies to pay the wage increase mandated in the contract. IBT General Organizer Roland McMaster was quoted as saying, "There is no more National Master Freight Agreement." *CD* reported: "At companies such as Cooper Jarret and Eazor, employees are paying back 4% to 12% of gross weekly wages as a loan that might be repaid someday if the company's profits go high enough..."

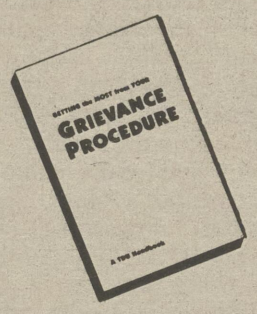
Get Informed — Order Educational Booklets from TDU

TDU has a wide selection of booklets and pamphlets available. Use the form below to order these publications:

WHAT HAS TDU DONE? This eight page pamphlet outlines some of TDU's major accomplishments. It is ideal for recruiting new members to TDU. Price: 50¢ each, 40¢ for 10 or more.

TEAMSTER RANK AND FILE LEGAL RIGHTS HANDBOOK. This comprehensive 312 page book was written by experienced labor attorney Ellis Boal and covers your rights in the union and at work, detailing the laws in easy to read language. Price: $7 each, $5 for five or more.





GETTING THE MOST FROM YOUR GRIEVANCE PROCEDURE is written for rank and file Teamsters who are looking for the best strategies to use in preparing, presenting and organizing around grievances. Price: $1 each.

STEWARD'S MANUAL is a comprehensive 30 page guide for stewards that was compiled from dozens of union steward's manuals and labor education courses. Special emphasis on building unity on the shop floor and in the union. Price: $4 each or $3 each for five or more.

Item	Price	# of Copies	Total
What Has TDU Done?	50¢ ea.; 40¢ ea. for 10 or more	_____	_____
Teamster Rank and File Legal Rights Handbook	$7 ea.; $5 ea. for 5 or more	_____	_____
Getting the Most from Your Grievance Procedure	$1 each	_____	_____
Steward's Manual	$4 ea.; $3 ea. for 5 or more	_____	_____
		TOTAL	_____

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TDU Editorial on Teamster Convention

Who Speaks For Rank and File Teamsters?

You are a Teamster. You pay your dues. You want a good, strong union. But you are just one person, and have little power by yourself. That's why we need a union. But who speaks for you?

Read the verbatim statements taken from the record of the recent IBT Convention, reprinted on pages 6 and 7. Read what Wilson Overall, delegate from the 15,000 member Local 630 in Los Angeles, said about officers' salaries and the use of our union's treasury. And read what the other side said. Read what Sam Theodus, president of the 5,000 member Cleveland Local 407, said about the need for the right to vote for International officers — and what the other side said. Read what Linda Gregg, secretary-treasurer of the 4,500 member Denver Local 435, said about raising out-of-work benefits. And read what the International Representative had to say on it.

Then you will be able to answer the question on who speaks for you. If the answer is that TDUers and other dissenting officers speak for you, it's time to pitch in and do just a small part to help out, by joining TDU.

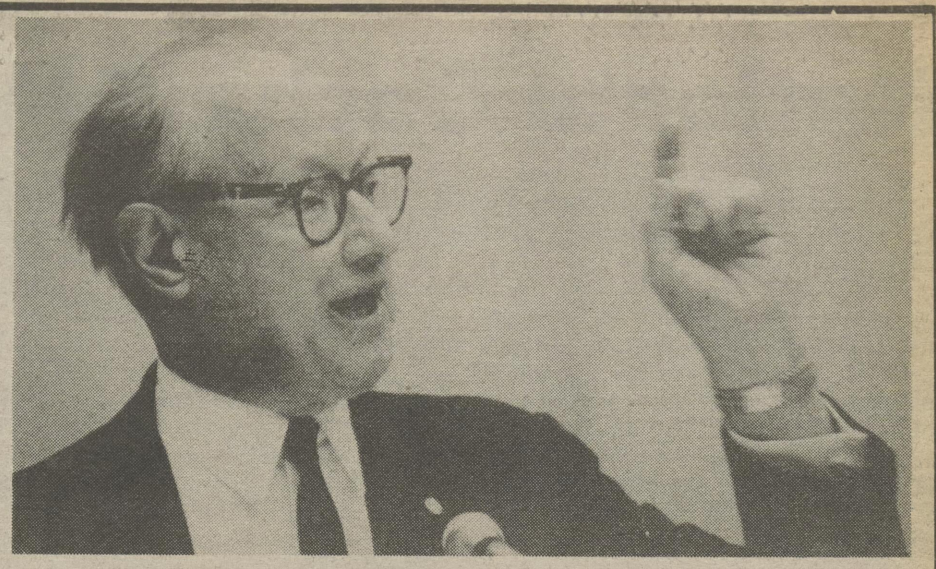
Each of us is powerless as an individual. But together we can move mountains. Together, we defeated Presser's relief rider by an 8-1 margin. We defeated his carhaul sellout last fall by 4-1. We have won hundreds of victories, by working together.

Presser knows that. That's why he spent the entire convention trying to counteract TDU. He knows individual members griping means nothing, but members organized together in the TDU rank and file movement mean everything.

Jackie Presser stood in front of the convention and said he had "achieved excellent contracts with substantial increases...almost alone in avoiding the concessionary agreements over the past five years." Not only did most delegates buy ridiculous lies like this, but the convention did not even discuss our contracts, organizing, ESOPs, or other issues that mean our future. The Resolution Against Two-Tier Agreements had substantial support, but was voted down when the International announced its opposition to it. Instead of taking care of business, the convention was a big party, with even the top trucking bosses there, sporting buttons that said "I love Presser."

But while Presser had his day, hundreds of delegates were listening to us, many agreeing with us, but going along with the program for now. We went to Las Vegas knowing full well that Presser would have the majority of officials in his pocket. The most votes we got on any motion was 200-300 out of 1,800. But we were there to keep building, keep growing, keep pointing the way.

A year from now, Jackie Presser may just be history. Those officials who cheered him in Vegas will forget his name. But we won't be history, we'll be making history. Working day in and day out to win this union back for the rank and file, starting in our locals but reaching right up to the top. If you want to help make history, you can do so with just a $25 membership. A change is going to come. When it comes only depends on you.



Reuther to Speak at TDU Convention

A featured speaker at the TDU Rank and File Convention in October will be Victor Reuther, a founder of the United Automobile Workers and leader of that union and the labor movement for 40 years. For more information about the October 25–26 convention, see page 10.

Tired of Carrying the Chair?

Then join TDU! Help us put our union back into shape by supporting the national organization of rank and file Teamsters. We are working for stronger locals, better contracts, the right to vote, and more. We are growing but need the support of every Teamster who agrees that it's time to get out from under the chair. Join and encourage others to — our union's future depends on it.

Membership Application

Name_____ Local Union #_____

Address_____

City_____ State/Prov._____ Zip_____

Phone_____ Company_____

City☐ Road☐ Dock☐ Clerical☐ Warehouse☐
Construction☐ Production☐ Other_____

☐ $25 membership fee—for one year's membership & subscription to **CONVOY DISPATCH.**
☐ $60 three year membership fee. ($10 of this shall be rebated to the local chapter.)
☐ $15 annual dues for spouses, retirees, and Teamsters who gross less than $12,000 a year.

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(TDU membership is kept confidential from employers and union officials.)

TDUer Beats the Odds

continued from page 1

stello was waiting in the boss's office when Smallman was fired. As for democracy, the local has not had a union meeting in years, and Rubistello has been charged with several violations of the Nation Labor Relations Act.

Before the firing, Smallman and some of his co-workers were well aware of the problems at the company and with the local's leadership. In fact, they started a shop newsletter, the *Free Key Press,* and began to join and support TDU to change things.

Knowing the heavy odds against Smallman winning in arbitration, his co-workers decided to use a different approach, in addition to proceeding with arbitration. They started by setting up informational picket lines at Key Food in protest of the firing, and eventually built enough support to draw 200 Teamsters to a June, 1985, rally in defense of Smallman. They also set to work inside the plant by wearing black armbands in a "silent protest."

Arbitration Rigged

The arbitrator's decision was no surprise—the firing was upheld, and the arbitrator, Harry Sliverman, criticised Smallman for "allowing his critical attitudes toward the union to affect the employer's operations."

Highly suspecting that the arbitration process was rigged against him, Smallman filed NLRB charges with assistance from TDU attorneys, claiming that he was fired in retaliation for his protected activities as a TDU member, and for his vigorous representation of Key Food members.

The Administrative Law Judge agreed that this had been the case. He also ruled that Smallman had been denied due process in the arbitration proceedings, and that the arbitrator's decision was "repugnant to the policies of the National Labor Relations Act." He also stated that Smallman had the right to use any forms he chose to help perform his duties as shop steward, that the arbitrator was biased against him, and that Key Food illegally harassed TDU members.

Winning a member's job back is quite an accomplishment in a do-nothing and antagonistic local. Winning full back pay with interest is even better, but building a solid foundation of active, educated, determined union members is more amazing still. This is what these Local 138 members have accomplished. Presently, their newsletter is going stronger than ever, and a committee has been set up between a number of Local 138 shops. Once again it's been shown that rank and file action "gets the goods."

The company may appeal the NLRB's decision, but their odds of overturning it are slight. In the meantime, back pay and interest are mounting.

"I want to thank all of the members who worked so hard to win this case and stood by me all the way," Brother Smallman says. "This decision shows that there is some justice, but you have to fight for it."